Air Education and Training Command

U&TW Briefing

Manpower

AFSC 3U0X1, 38MX

Management and Program Analysis

OS 343

Ms Lauri Odness

27 Oct 03

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Air Force Occupational Measurement SQ

AFOMS/OA
1550 Fifth Street East
Randolph AFB, TX 78150
DSN 487–3696
https://www-r.omsq.af.mil/OA/oaproducts.htm

Integrity - Service - Excellence

Overview

- **AFOMS**

- **Occupational Analysis Process**

- **Current Survey Report**

  - Survey background

  - Survey results

  - Implications and future

AFOMS Mission and Vision

- **Mission: Provide occupational programs to optimize United States Air Force personnel and training decisions**

- **Vision: To be the warfighter's expert for high-quality, integrated, and cost-effective occupational analysis, promotion test development, and professional study guide development**

Air Force Occupational Measurement Center

Air Education and Training Command
Director of Operations
Maj Gen William M. Fraser
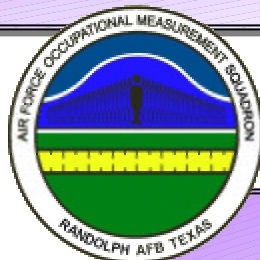
AFOMS
Commander
Lt Col John Gardner

Occupational Analysis Flight	Professional Development Flight	Test & Evaluation Flight	Resources Flight
Mr John Kammrath	**CMSgt Debra Bass**	**Mr Monty Stanley**	**Maj Bryan Runion**

AFOMS Key Products

Promotion Tests

- Specialty Knowledge Tests (SKTs)
- Promotion Fitness Examinations (PFEs)
- USAF Supervisory Examinations (USAFSEs)
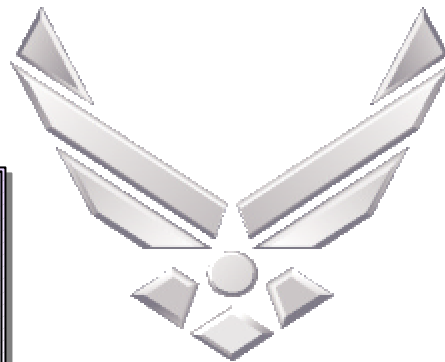
Analysis

- Extracts
- OSRs
- Task Analysis Reports

Study Guides

- PFE
- USAFSE

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Occupational Analysis Process (1)

AF Career Field Manager

Occupational Survey Request

Develop Job Inventory

Administer Survey

Occupational Analysis Process (2)

Analyze Data

Air Force
Occupational Measurement Squadron

Occupational Analysis Products

To Run: place CD in
drive for autorun or
select Index from file.

Contents:
Occupational
Survey Report,
Training and
Analysis Extracts,
and OSR Briefing.

**2A7X1
AIRCRAFT METALS
TECHNOLOGY
AUGUST 2000
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U&TW

AF
Career Field
Mgr

Training
Mgr

AFPC

SKT
Teams

8
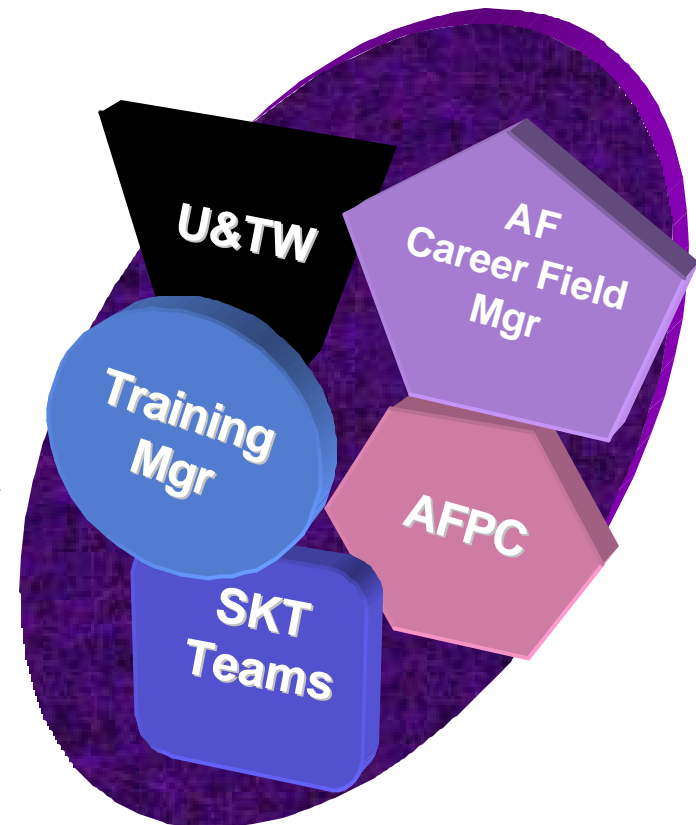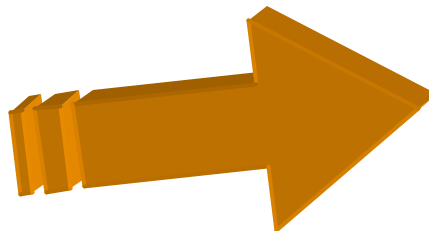
Occupational Analysis

- **Provides Complete Survey of AFSC**

  - Paygrade

  - MAJCOM

  - Duty Station

  - Skill Level

Occupational Analysis (Cont.)

- **Areas Analyzed**

  - **Career Ladder Structure**

  - **Skill Level Progression**

  - **Training**

  - **Job Satisfaction/Reenlistment Intentions**

OA Products

Air Education and Training Command

Sustaining the Combat Capability of America's Air Force

U.S. AIR FORCE

Occupational Survey Report

Manpower
AFSC 3U0X1, 38MX & Management and Program Analysis
OS 343

Mrs Lauri Odness
27 Oct 03

I n t e g r i t y - S e r v i c e - E x c e l l e n c e

Executive Summary

- Nine clusters and eight Independent Jobs (IJ) describe the work structure

- Manpower technical related tasks are performed throughout all skill levels

- Career ladder documents well-supported by survey data

- Job satisfaction indicators are positive

- Upcoming merge between Manpower and Personnel

Work Performed

- Develop and maintain organizational standards.
- Evaluate AF organizational structures
- Monitoring, coordinating and directing manpower and organization (MO) functions
- Program and validate manpower resources
- Develops, tests, evaluates, and staffs new or revised organizational structures.

Current Training Program

- 361 TRS, Keesler AFB MS

- E3OBR38M1-003, Manpower Officer Course, 7 weeks

- E3ALR3U031-003, Manpower Journeyman Course, 7 weeks, 4 days

Survey Background

- Last Occupational Survey Report (OSR) – March 1989

- Current survey developed – May to October 2002
  - Randolph AFB TX (12th FTW, HQ AETC/XPM, AFMIA)
  - Bolling AFB DC (11th Wing/XPM)
  - Eglin AFB FL (HQ ACC/XPM)
  - Scott AFB IL (USTRNACOM/JI-M, HQ AMC/XPM, 375th AW/MO)
  - Langley AFB VA (HQ ACC/XPM, 1st FW/MO)
  - Robins AFB GA (WR-ALC/XPM, 93rd ACW/MO, HQ AFRC/XPM)
  - Peterson AFB CO (HQ AFSPC/XPM)
  - Hickam AFB HI (HQ PACAF/XPM)

Survey Background

- Survey initiated to obtain data to:

  - Evaluate current classification and training documents

  - Support promotion test development

- Current survey data collected - April - June 2002

- Components surveyed:

  - Active Duty Enlisted: 3-, 5-, 7- and 9-Skill Levels

  - Active Duty Officer: 1-, 3-, 4-Skill Levels

  - Occupational Series 343

Survey Sample Characteristics

	3U0XX	38MX	OS 343	Total
Assigned*	683	340	738	1,761
Mailed Out	639	322	671	1,632
Sample	421	196	408	1,025
Usable Returns	66%	61%	61%	63%

- Average time in career field : 6 years 2 months
- Average time in utilization field: 5 years 9 months
- Average time in occupational series: 11 years 1 month

* Assigned as of Apr 02

Survey Sample Characteristics

Skill-Level Distribution

	Assigned*	Sample
3-Level -	8%	9%
5-Level -	26%	27%
7-Level -	3%	3%
9-Level -	1%	3%

Total Enlisted Sample: 421
Total Officer Sample: 196

DAFSC Distribution

	Assigned*	Sample
38M1 -	7%	8%
38M3 -	3%	3%
38M4 -	9%	8%

* Assigned as of Apr 02

Command Representation

Command	Assigned %*	Sample %
AETC	11	11
AMC	11	12
ACC	22	21
AFMC	4	3
USAFE	8	9
PACAF	10	9
AFSPC	6	7
OTHER	28	28

*Assigned as of Apr 02
Note: Civilians not included

Job Structure
(N=1025)

A/76 Competitive Sourcing and Priv Cluster 4%

IDEA Cluster 6%

Supervisory Cluster 10%

Wartime Cluster 3%

Requirements Determination Cluster 2%

Analyst Cluster 6%

All IJ 12%

Not Grouped 20%

Manpower Consulting Service Cluster 7%

Reengineering Cluster 9%

Senior-Level Manpower Cluster 21%
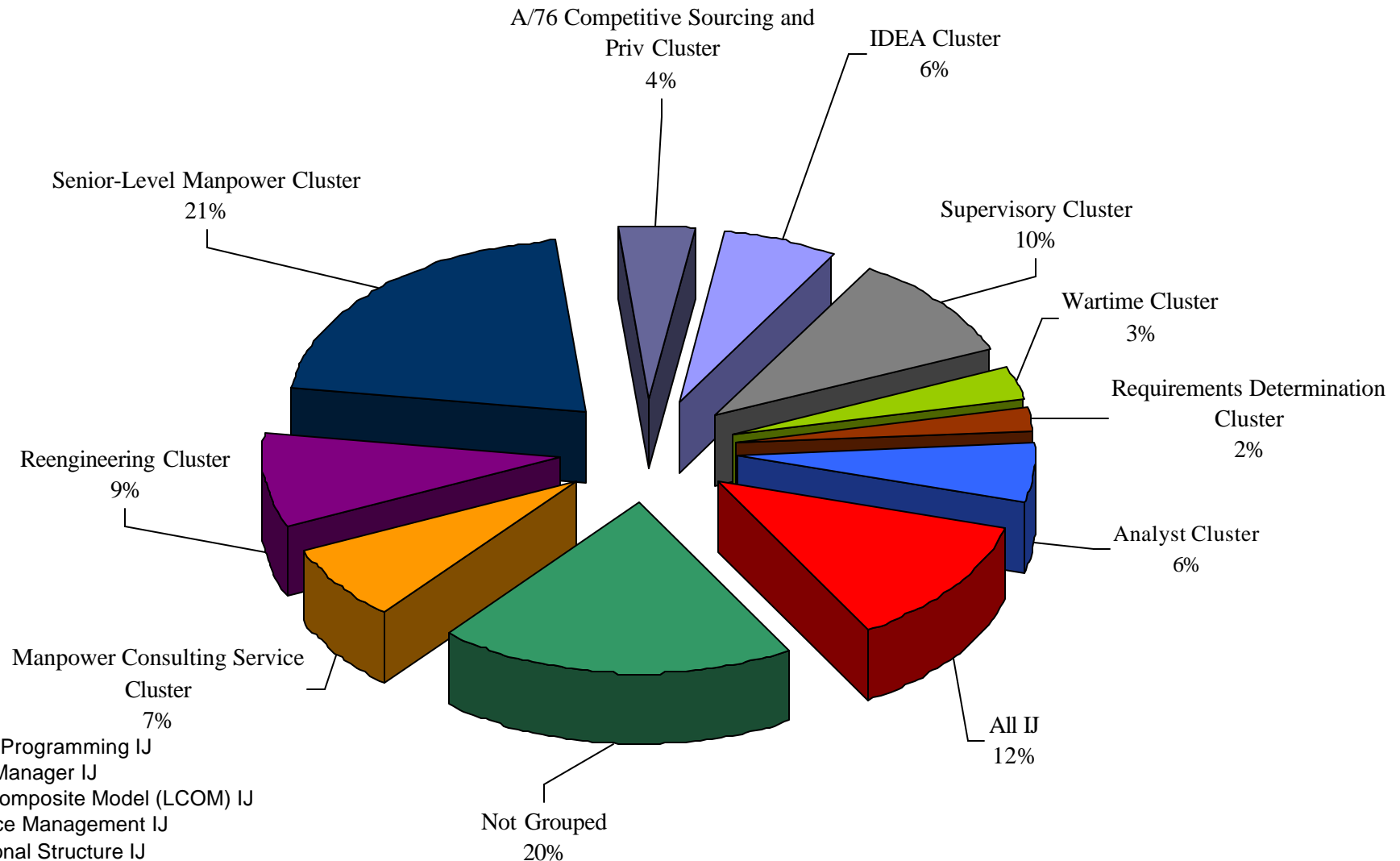
All IJ
Manpower Programming IJ
Resource Manager IJ
Logistics Composite Model (LCOM) IJ
Performance Management IJ
Organizational Structure IJ
Command A76/Competitive Sourcing & Privatization
    Manager IJ
Data /Systems Management IJ
Command Support IJ

Requirements Determination Cluster (N=22)

- Collect workload data
- Collect man-hour data
- Analyze man-hour data
- Collect workload factor data
- Analyze workload data
- Collect overtime history data
- Conduct measurements

2%

| Core Requirements Job |
| Military Requirements Job |
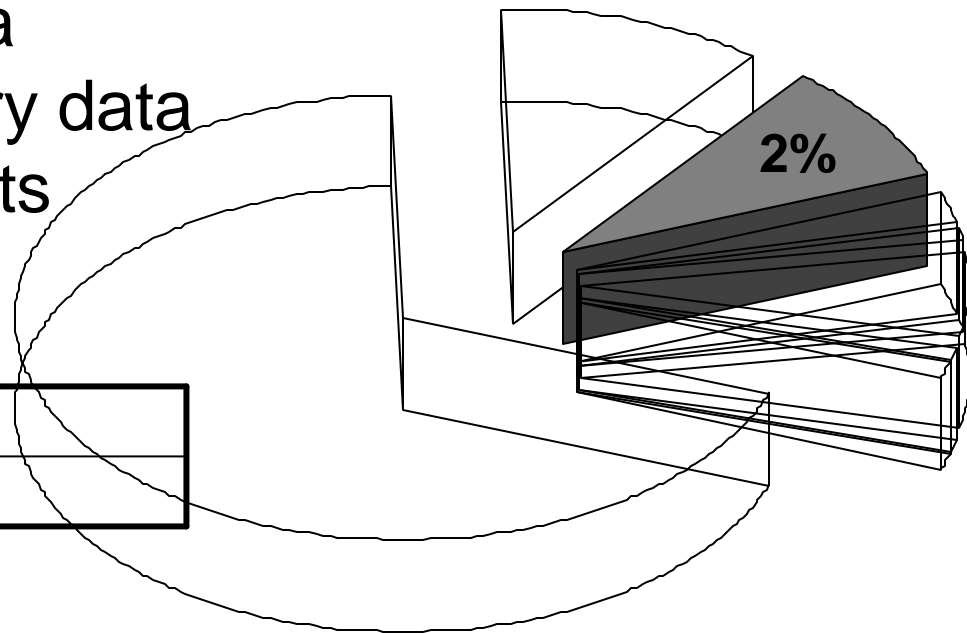
- Research history manpower actions
- Input ACR into MDS
- Evaluate unit manpower documents (UMDs)
- Determine manpower impacts of proposed actions
- Input data into MDS
- Identify UMD position coding requirements
- Draft or write staff summaries

Manpower Analyst Job
Management Analyst Job
Program Analyst Job
Requirements Determination Analyst Job
Data Systems Analyst Job
Organizational Structure Analyst Job

6%

23
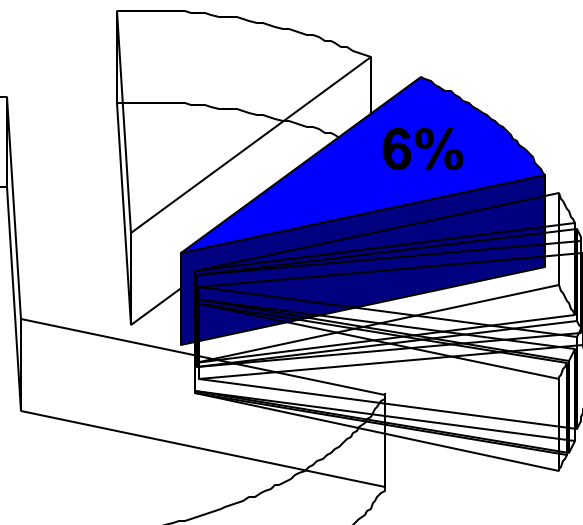
Manpower Consulting Services Cluster (N=75)

- Review variances
- Apply manpower determinants, such as standards or guides
- Collect workload data
- Analyze minimum or position manpower requirements
- Review process-oriented descriptions (POD)
- Analyze minimum or position manpower requirements

Technical Consulting Job
Total Requirements Job
Most Efficient Organization (MEO) Job
Core Consulting Job
Operations and Wartime Job

7%
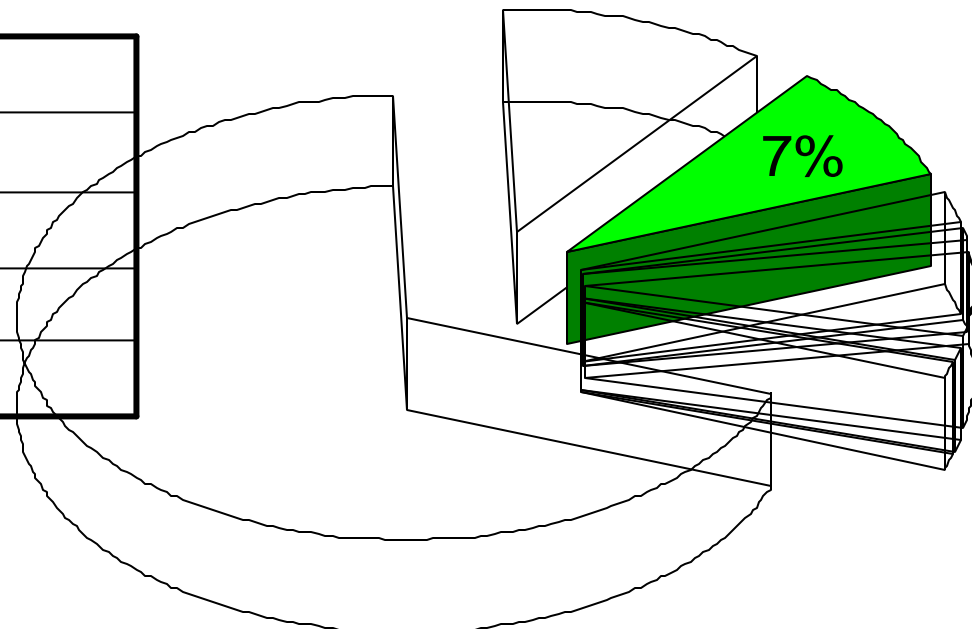
- Collect familiarization information
- Review potential workload factors
- Collect workload factor data
- Collect man-hour data
- Coordination PODs with functional OPRs personnel
- Brief OPRs on measurement methods or procedures

| Engineering Analyst Job |
| Management Engineering Job |

9%
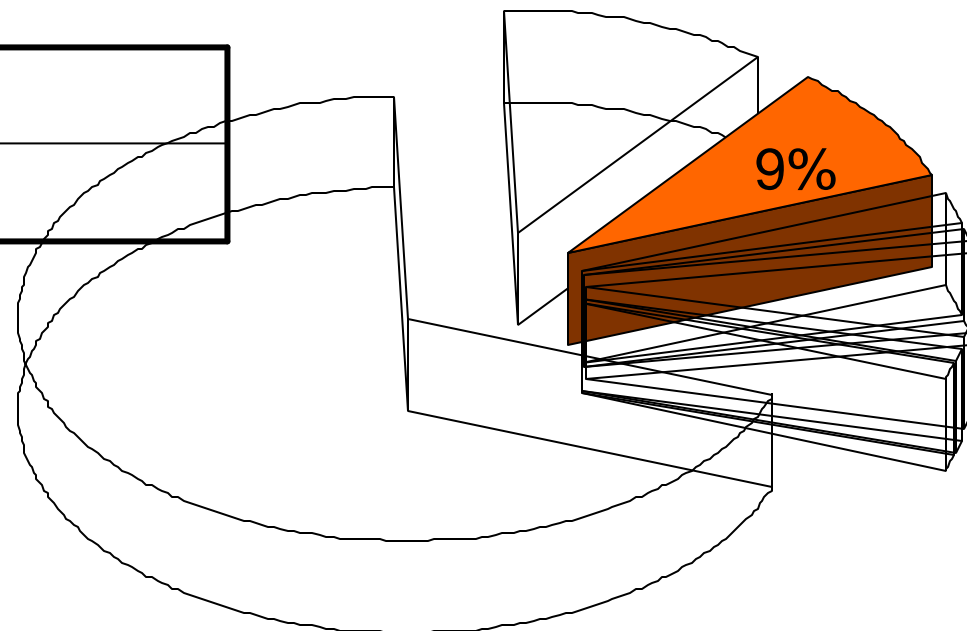
Senior-Level Manpower Cluster (N=221)

- Draft or write point, position or talking papers
- Evaluate unit manpower documents (UMDs)
- Advise officials on organizational structure
- Analyze position structures
- Review mission and function statements
- Recommend changes to organizational structures

| Wing-Level Military Supervisory Job |
| Senior-Level Organ Structure Analysis Job |
| Senior-Level Consulting and Analysis Job |
| Senior-Level Manpower Management Job |

22%
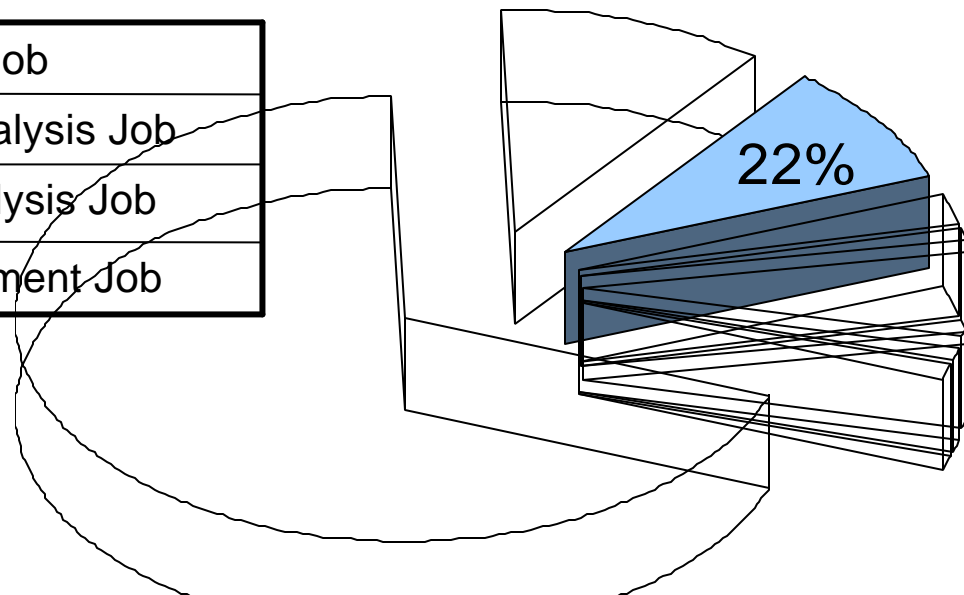
A76/Competitive Sourcing & Privatization Cluster (N=42)

- Provide A-76 status updates to interested parties
- Evaluate statement of work (SOW)
- Coordinate in-house cost estimates (IHCEs) with independent review officer (IRO)
- Compute cost comparison estimates for entry onto CCF
- Track hours spent in development of A-76 studies
- Develop management plans for A-76

| Core Competitive Sourcing Job |
| Supervisory Job |

4%
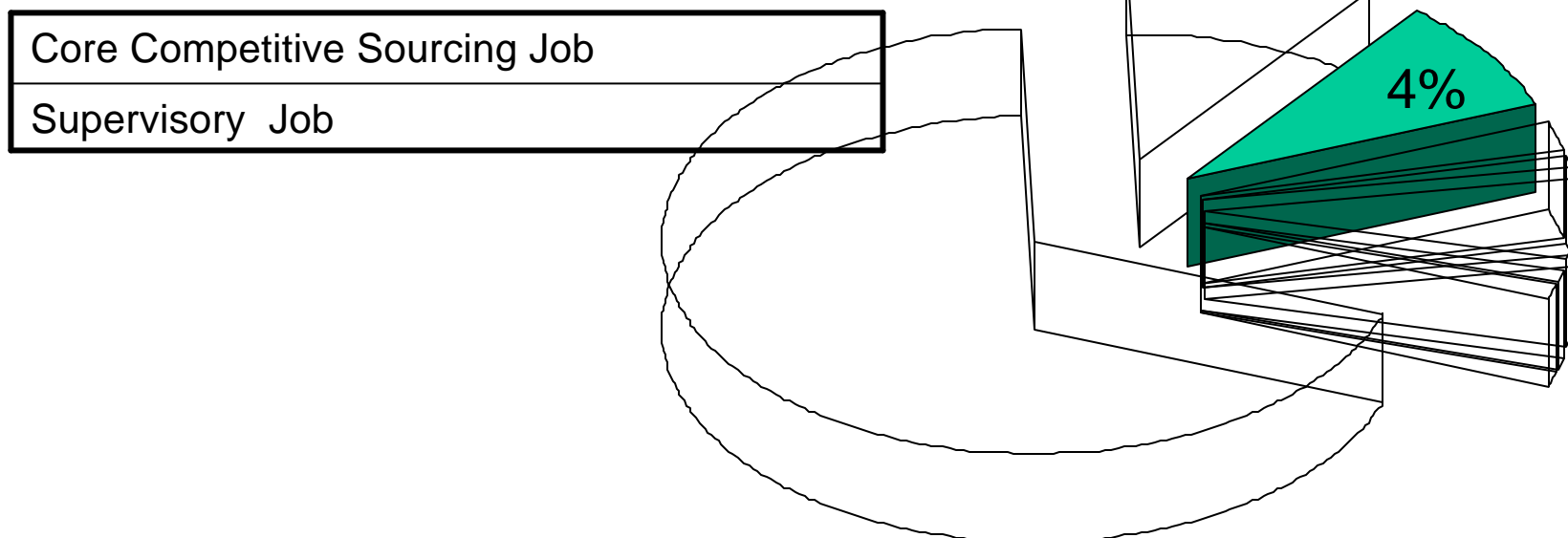
IDEA Cluster (N=65)

- Respond to IDEA status inquiries
- Track IDEA actions to ensure prompt follow-up
- Review IDEA program data system (IPDS) purge lists
- Determine status of IDEA evaluations
- Validate savings in IPDS
- Review IDEAs for eligibility or duplication

| Program Manager Job |
| Analyst Job |

6%
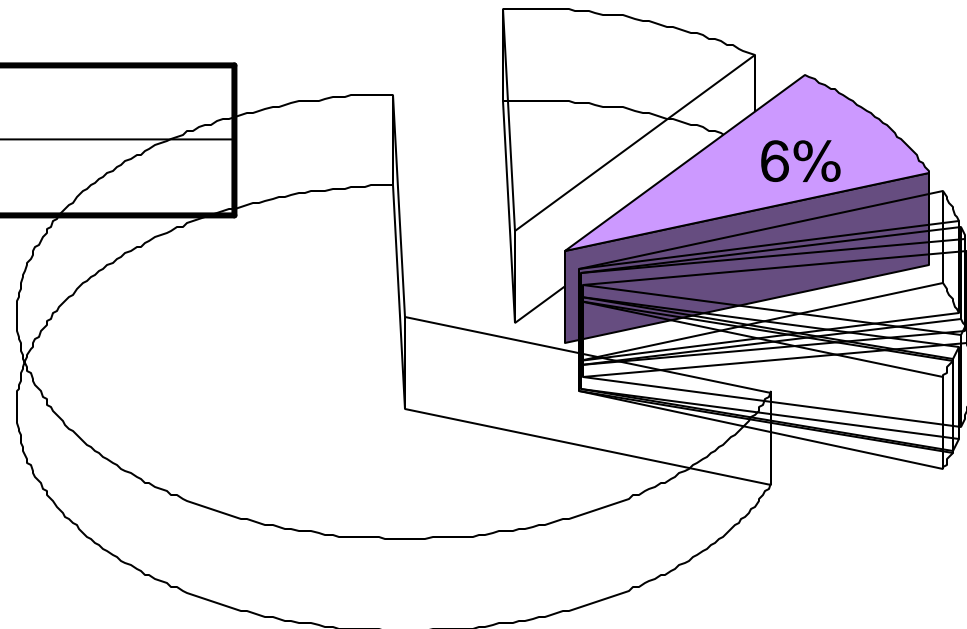
Supervisory Cluster (N=103)

- Conduct performance feedback sessions
- Determine work priorities for subordinates
- Draft or write enlisted performance reports (EPRs)
- Document counseling sessions
- Recommend personnel for awards or decorations
- Approve or disapprove leave requests

| Command Support Job |
| Military Operations and Wartime Job |

10%
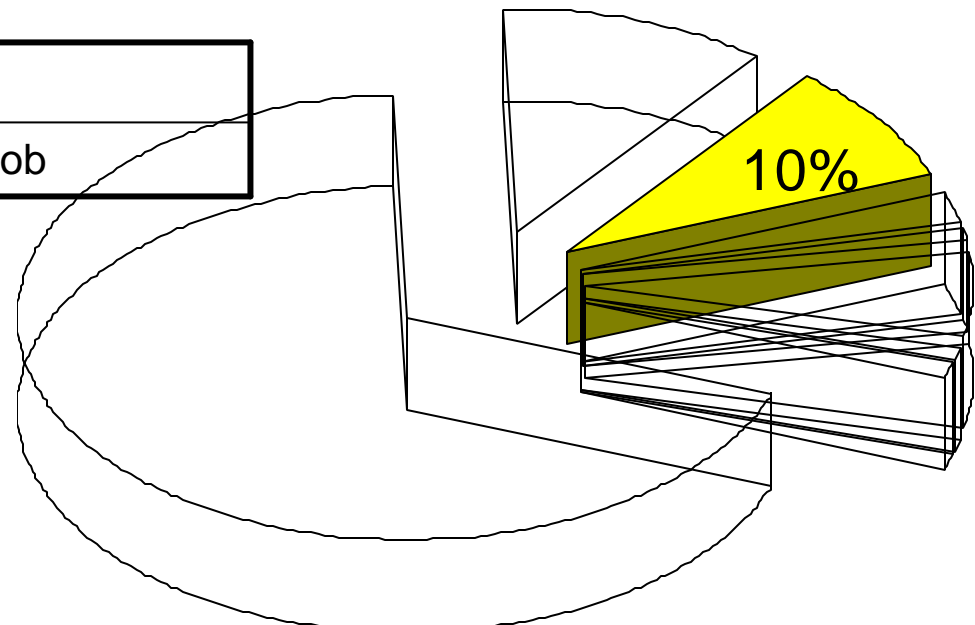
Wartime Cluster (N=33)

- Review UTC listing
- Identify deployment tasking by UTC
- Update UTC listings
- Identify deployment manpower requirements tasks by UTC
- Analyze wartime shortfalls
- Update deployment manning documents (DMDs)

| Senior Wartime Requirements Job |
| Wartime Planner Job |

3%
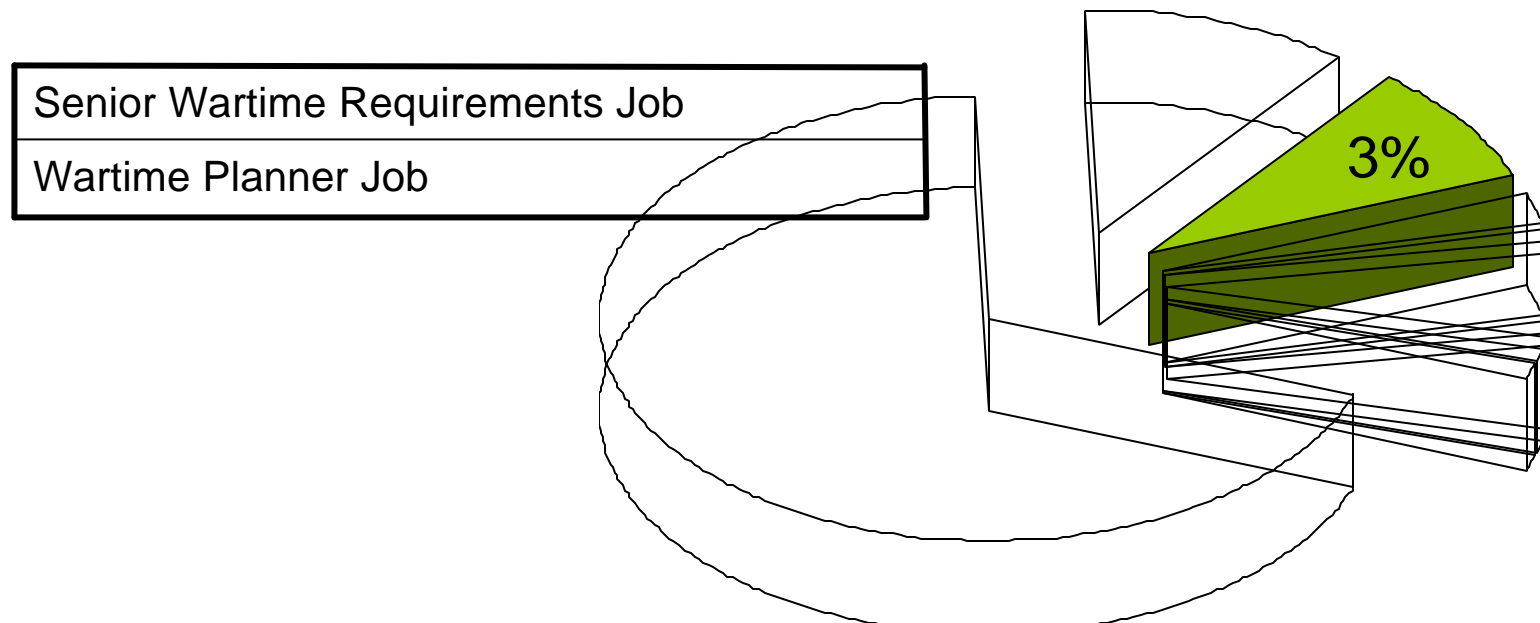
Independent Jobs

- ## Manpower Programming IJ (N=11)
  - Perform data queries
  - Analyze relationship of unit authorization file with FYDP
  - Analyze manpower resources trends

- ## Resource Manager IJ (N=44)
  - Coordinate manpower allocation impacts with appropriate OPRs
  - Recommend actions on manpower allocations
  - Advise on manpower resource trends

Independent Jobs

- ## Logistics Composite Model (LCOM) IJ (N=10)
  - Analyze modeling and simulation data
  - Analyze results of simulation to assess aircraft and parts workflow
  - Analyze results of simulation to assess effects of mission profile

- ## Performance Management IJ (N=17)
  - Brief results of PM
  - Collect data on PM
  - Publish reports of PM

Independent Jobs

- ## Organization Structure IJ (N=13)
  - Evaluate proposed organizational structures
  - Compile supporting information for proposed organizational changes
  - Recommend changes to organizational structures

- ## Command A76/Competitive Sourcing & Privatization Manager IJ (N=19)
  - Manage A-76 training quotas
  - Develop management plans for A-76
  - Chair A-76 steering group committees

Independent Jobs

- ## Data Systems Management IJ (N=9)
  - Develop procedures for operating data systems
  - Resolve malfunctions in data systems
  - Test new or revised programs for manpower systems releases

- ## Command Support IJ (N=5)
  - Assign suspense dates
  - Review EPRs
  - Develop project-tracking systems

Career Field Progression

- **1- and 3-qualification-level personnel**
  - Work in the most technical jobs in the career field
  - Spend most of their time on requirements determination related tasks

- **4-qualification-level personnel**
  - Continue to perform technical tasks
  - However, take on more command, management and staff activities

Career Ladder Progression

- **3- and 7-skill-level personnel**
  - Work in the most technical jobs in the career field
  - Spend most of their time on requirements determination, and program allocation and control tasks
  - In addition, 7-level personnel are performing some of the lower level management tasks
- **9-skill-level personnel**
  - Continue to perform some technical tasks
  - However, took on higher level supervisory, and training duties
- **OS 343 personnel**
  - Perform tasks related to the enlisted and officer technical tasks
  - Career progression seems to model the enlisted and officer path

Percent Across Specialty Jobs DAFSC

	DAFSC 38M1 (N=87)	DAFSC 38M3 (N=28)	DAFSC 38M4 (N=79)	OS 343 (N=409)
Requirements Determination Cluster	7	-	1	-
Analyst Cluster	5	-	3	5
Manpower Programming IJ	-	-	9	-
Resource Manager IJ.	1	-	6	6
Manpower Consulting Services Cluster	5	14	1	5
Reengineering Cluster	14	24	9	8
Senior-Level Manpower Cluster	13	3	11	22
A76/Comp Sourcing and Privatization Cluster	1	-	3	6
Logistics Composite Model (LCOM) IJ	-	-	-	2
IDEA Cluster	6	-	-	10
Supervisory Cluster	9	24	27	10
Performance Management IJ	3	7	1	2
Organizational Structure IJ	-	-	3	2
Command A76/Comp Sourcing and Priv. Manager IJ	2	3	4	2
Data System Management IJ	-	-	-	2
Wartime Cluster	2	3	4	2
Command Support IJ	3	-	1	2
Not Grouped	29	22	17	14

Percent Across Specialty Jobs DAFSC

	DAFSC 3U031 (N=96)	DAFSC 3U071 (N=274)	DAFSC 3U091 (N=35)	DAFSC 3U000 (N=16)
Requirements Determination Cluster	4	3	-	-
Analyst Cluster	8	7	6	-
Manpower Programming IJ	-	-	-	-
Resource Manager IJ.	-	3	9	13
Manpower Consulting Services Cluster	21	11	6	-
Reengineering Cluster	15	7	11	-
Senior-Level Manpower Cluster	18	28	23	25
A76/Comp Sourcing and Privatization Cluster	-	4	6	-
Logistics Composite Model (LCOM) IJ	1	-	3	-
DEA Cluster	6	5	-	-
Supervisory Cluster	-	4	17	56
Performance Management IJ	1	1	-	-
Organizational Structure IJ	1	-	3	-
Command A76/Comp Sourcing and Priv. Manager IJ	-	-	3	-
Data System Management IJ	1	-	-	-
Wartime Cluster	6	5	-	-
Command Support IJ	-	-	-	-
Not Grouped	18	22	13	6

Career Ladder Progression Percent Time Spent on Duties

	DAFSC 3U031 (N=96)	DAFSC 3U071 (N=274)	DAFSC 3U091 (N=35)	DAFSC 3U000 (N=16)
Performing Command, Management & Staff Activities	11	17	29	40
Performing Training Activities	3	5	4	10
Performing General Administration Activities	8	5	3	3
Performing Requirements Determination Activities	45	40	35	19
E. Performing Program Allocation and Control Activities	20	21	19	21
Performing Organization Structure Activities	3	4	5	2
G. Performing Performance Management Activities	10	7	5	6

Career Ladder Progression Percent Time Spent on Duties

	DAFSC 38M1 (N=87)	DAFSC 38M3 (N=29)	DAFSC 38M4 (N=79)	OS 343 (N=409)
Performing Command, Management & Staff Activities	28	26	35	19
Performing Training Activities	3	3	3	3
Performing General Administration Activities	5	4	3	3
Performing Requirements Determination Activities	40	38	27	36
Performing Program Allocation and Control Activities	13	15	22	23
Performing Organization Structure Activities	2	4	5	5
Performing Performance Management Activities	10	10	4	10

40

Sample size: 372

- Senior-Level Cluster 18%
- A76 CS&P Cluster 3%
- IDEA Cluster 7%
- Supervisory Cluster 8%
- Wartime Cluster 3%
- Total IJ 9%
- Ungrouped 21%
- Requirements Determination Cluster 4%
- Analyst Cluster 6%
- Manpower Consulting Services Cluster 12%
- Reengineering Cluster 9%
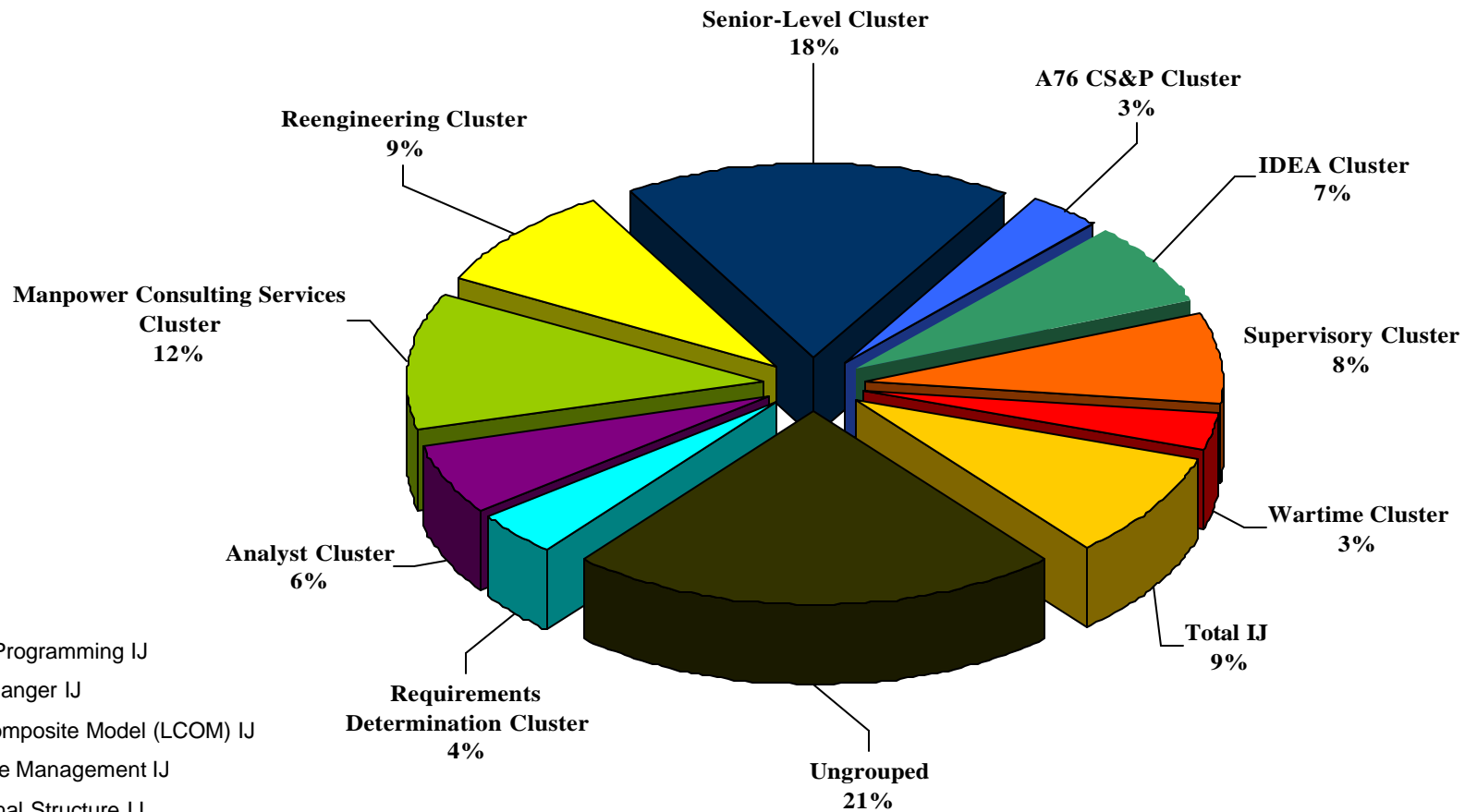
Total IJ
Manpower Programming IJ
Resource Manger IJ
Logistics Composite Model (LCOM) IJ
Performance Management IJ
Organizational Structure IJ
Command A76/Competitive Sourcing &
   Privatization Manager IJ
Data /Systems Management IJ
Command Support IJ

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First-Assignment Personnel Representative Tasks (1-48 Mos TICF)

Tasks	Percent Members Performing (N=168)
Collect man-hour data	65
Analyze man-hour data	63
Research history of manpower action	60
Perform data queries	
Evaluate unit manpower documents (UMDs)	60
Evaluate ACRs	58
Collect workload factor data	58
Input data into MDS	57
Analyze minimum or position manpower requirements	55
Analyze workload	52
Analyze total manpower requirements and resources for relationship with wartime requirements	51
Collect authorized or assigned personnel data	46
Analyze authorized or assigned personnel data	46
Review variances	45

First-Assignment Personnel Representative Tasks (1-48 Mos TIUF)

Tasks	Percent Members Performing (N=112)
Draft or write point, position, or talking papers	62
Draft of write staff summaries	56
Evaluate unit manpower documents (UMDs)	53
Analyze workload	51
Draft or write memoranda for records (MFRs)	51
Analyze man-hour data	51
Analyze workload data	45
Counsel personnel on job performance, personnel problems, or military-related problems	43
Review process-oriented descriptions (PODs)	40
Analyze minimum or position manpower requirements	39
Input data into MDS	37
Research history of manpower actions	37
Conduct measurements	34
Coordinate PODs with functional OPRs personnel	33

First-Assignment Personnel Representative Tasks (1-48 Mos TIOS)

Tasks	Percent Members Performing (N=92)
Attend manpower management related meetings, conferences, or working groups such as functional reviews	72
Draft of write staff summaries	66
Draft or write point, position, or talking papers	59
Research history of manpower actions	55
Input data into MDS	52
Evaluate unit manpower documents (UMDs)	51
Analyze workload	51
Perform data queries	49
Analyze minimum or position manpower requirements	48
Analyze man-hour data	41
Assign suspense data	39
Review new civilian PDs or civilian PDs that have significantly changed	38
Request MDS inquiries	37

Specialty Training Standard (STS) Analysis

- STS is generally supported by survey data
  - Six STS items were unsupported
- Some STS items may need proficiency code review
  - Eight uncoded STS items matched to JI tasks performed by more than 20 percent of members
- Twenty technical tasks (Duties D-G) performed by 20 percent or more of members were not referenced to STS
  - These should be reviewed for possible inclusion in STS

Examples

| Unit | Learning Objective | Prof Code | Percent Members Performing | | Tsk Dif |
			1-48 Mos TICF	3-LVL	
4.4.1.	Interpret a Deployment Requirements Manning Documents (DMD)	2b			
Tasks	D634 Update deployment manning documents (DMD)		7	15	4.70
	D465 Evaluate DMD change request		5	10	5.49
4.1.2.2.3	Develop Manpower Force Element List (MFEL)	b			
Task	D416 Develop MFELs		7	4	5.85
	D599 Review scenious		7	5	5.10
5.1.3.	Develop Performance Plan	b			
Task	G923 Assist in development of PMs		5	3	5.72

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

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Proficiency Codes Requiring Review (STS)

Unit	Learning Objective	Prof Code	1-48 Mos TICF	3-LVL	TD
			Percent Members Performing		
4.1.2.2.1 Tasks	Develop Unit Type Code (UTC)	-			
	D609 Review UTC listings		40	35	4.57
	D486 Identify deployment manpower requirements tasks by UTC		19	37	4.84
4.5.9.5 Tasks	UTC/UMD Comparison	-			
	D274 Analyze total manpower requirements and resources for relationship with wartime requirements		44	46	5.91
	D609 Review UTC listings		40	35	4.41
	D245 Analyze authorized or assigned personnel data		35	40	4.57
5.3.7 Tasks	Simulation/Modeling	-			
	D261 Analyze modeling and simulation data		29	35	6.43
	D329 Collect querying data		21	24	4.74
	D616 Review workload drivers		19	21	4.95

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Tasks not Referenced to STS

Examples

Tasks	Percent Members Performing 1-48 Mos TICF	3-LVL	Tsk Dif
D0275 Analyze untasked manpower resources	33	25	5.29
D0635 Update MANPER-B hardware and software	30	36	5.10
D0638 Update UTC listings	28	25	4.67
E0771 Maintain CME data	21	23	4.34
D0573 Review contingency plans, such as exercise plans or OPLANs	21	21	5.12

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Course Training Standard (CTS) Analysis

- CTS is generally supported by survey data
  - Seven CTS items were unsupported
- Some CTS items may need proficiency code review
  - Six knowledge coded CTS items matched to JI tasks performed by more than 20 percent of members
- Eleven technical tasks (Duties D-G) performed by 20 percent or more of members were not referenced to CTS
  - These should be reviewed for possible inclusion in CTS

Examples

		Percent Members Performing		
		1-48 Mos TIUF	**DAFSC 38M1**	**TOTAL PMP**
4.r.(5) Identify UTC/UMD Mismatch	**2b**			
D275 Analyze untasked manpower resources		16	16	16
D277 Analyze wartime shortfalls		16	16	16
D489 Identify deployment manpower requirements tasks by UTC		12	11	9
E807 Review changes to AFSC for conversion actions		10	9	9
5.a.(5) Develop Performance Plan	**2b**			
A77 Draft or write performance plans		17	13	24
G922 Assist functional OPRs in development of corrective action of performance measures (PM)		7	5	6

Proficiency Codes Requiring Review (CTS)

| Unit | Learning Objective | Prof Code | Percent Members Performing | | Total Sample |
			1-48 Mos TIUF	38M1	
4.1.	**Man-Hour Availability Factors Development**	B			
Tasks	**D327 Collect man-hour data**		53	49	40
	D263 Analyze overtime history		14	11	14
4.k.	**Variance Development**	B			
Tasks	**D 390 Coordinate variances to standards with functional OPRs personnel**		35	33	29
	D610 Review variances		35	33	32
	D251 Analyze exceptions to or variances of standards		31	33	27
5.c.(3)	**Sampling**	A			
Tasks	**D330 Collect work unit times**		32	31	24
	D538 Perform work-sampling observations		23	24	17

Mean TD Rating is 5.00, Standard Deviation is 1.00 (HIGH TD= 6.00)

Tasks not Referenced to CTS

		1-48 MOS TIUF	DAFSC 38M1	TOTAL PMP
A078	Draft or write point, position, or talking papers	62	63	70
A027	Assign suspense data	43	48	49
A229	Perform room or areas security checks	40	40	46
D245	Analyze authorized or assigned personnel data	32	31	40
D391	Coordinate proposed studies with function OPRs	31	29	28
D328	Collect overtime history data	30	29	24
D348	Conduct field interviews	26	28	21
D280	Analyze work unit times	23	21	24
G974	Identify assumed or inferred work	22	23	19

Job Satisfaction Indicators Across Sample Groups

	OFFICERS (N=421)	ENLISTED (N=196)	CIVILIANS (N=408)
Job interesting	90	85	97
Talents well utilized	83	75	84
Training well utilized	76	70	87
Sense of accomplishment	85	82	94
Plan to Remain/Reenlist	78	98	99

Job Satisfaction Indicators Across Specialty Jobs

	Require Determin Cluster (N=22)	Analysis Cluster (N=58)	Manpower Program IJ (N=11)	Resource Manager IJ (N=44)
Job interesting	83	78	90	100
Talents well utilized	65	76	72	99
Training well utilized	59	75	54	73
Sense of accomplishment	76	71	72	93

Job Satisfaction Indicators Across Specialty Jobs (cont.)

	Manpower Consulting Svs Cluster (N=75)	Reengineer Cluster (N=95)	Senior-Lvl Manpower Cluster (N=221)
Job interesting	90	90	97
Talents well utilized	87	85	92
Training well utilized	80	79	91
Sense of accomplishment	87	79	95

Job Satisfaction Indicators Across Specialty Jobs (cont.)

	A 76/Comp Sourcing & Priv. Cluster (N=42)	LCOM IJ (N=10)	IDEA Cluster (N=65)	Supervisory Cluster (N=103)
Job interesting	86	90	88	90
Talents well utilized	90	100	85	93
Training well utilized	88	70	74	89
Sense of accomplishment	85	80	85	89

Job Satisfaction Indicators Across Specialty Jobs (cont.)

	Perform Mgn IJ (N=17)	Org Structure IJ. (N=13)	A 76/Comp Sourcing & Priv. Mgr IJ (N=19)	Data Systems Mgt IJ (N=9)
Job interesting	82	100	84	88
Talents well utilized	88	93	79	89
Training well utilized	77	84	84	77
Sense of accomplishment	88	100	74	88

Job Satisfaction Indicators Across Specialty Jobs (cont.)

	Wartime Cluster (N=33)	Command Support IJ (N=5)
Job interesting	90	80
Talents well utilized	81	60
Training well utilized	78	40
Sense of accomplishment	88	60

Retention Dimensions
First-Assignment Airmen (N=168)

	Percent Responding	Average
Planning to Reenlist (N=160)		
Retirement benefits	73	2.78
Job security	60	2.71
Off-duty education and training opportunities	56	2.51
Military education & trng opportunities	53	2.32
Medical or dental care for family members	49	2.58
Planning to Separate (N=8)		
Lack of opportunity to perform meaningful work	63	2.30
Military lifestyle	51	2.75
Job opportunities outside the military	38	2.67
Location of present assignment	38	2.67
Additional duties	38	1.67

Retention Dimensions
First-Assignment Officers (N=112)

Planning to Reenlist (N=79)	Percent Responding	Average
Job security	76	2.67
Retirement benefits	69	2.89
Military lifestyle	61	2.58
Off-duty education and training opportunities	56	2.48
Medical/dental care for family	53	2.69

Planning to Separate (N=31)		
Lack of opportunity to perform meaningful work	63	2.80
Military lifestyle	50	2.75
Additional duties	38	1.67
Availability of assignment	38	3.00
Job opportunities outside the military	38	2.67

Scale: 1 = slight influence, 2 = moderate influence, 3 = strong influence

SPECIAL ANALYSIS

Type of Training, Education, or Experience that Best Prepared Personnel for Present Job

RESPONSES	TOTAL PERCENT OF SAMPLE
OJT by lead or co-worker	27
OJT self-taught	17
OJT by supervisors / special OJT trainers	9
Formal service schools	7
Military or non-DoD civilian work experience	6
Organization or unit-sponsored classes	4
Civilian schooling	3
Computer-assisted instruction	0
Correspondence courses	0
Other	26

Note: Numbers may not add up to 100% due to rounding or nonresponse

Software/Database Programs Used in Current Manpower Jobs

RESPONSES	TOTAL PERCENT OF SAMPLE
Manpower Data System (MDS)	80
Manpower Authorization Retrieval System (MARS)	67
Manpower and Personnel Base-Level Systems (MANPER-B) software	31
IDEA Program Data System (IPDS) software	24
Commercial Activities Management Information System (CAMIS) software	23
Global Command and Control System (GCCS) software	18
Deployment Crisis and Planning Execution System (DCAPES) software	10
Automated Budget Interaction Data Environment System (ABIDES) software	2
Joint Manpower and Personnel System (JMAPS) software	3
Other	24

Areas of Personal Concern
Regarding Pending Career Field Merger

RESPONSES	TOTAL PERCENT OF SAMPLE
Career Field Structure	63
Job Opportunities	61
Promotions	58
Core Competencies	45
Assignment Location Opportunities	38
Grade Classification	34
Labor Mix of Officers, Enlisted Members, and Civilians	25
Military Essentiality	16
Other	**10**

Summary of Results

- Career ladder progression typical
  - Little job distinction between the officers, enlisted and civilians except for military type duties
- Career ladder documents well-supported by survey data
  - STS and CTS provide comprehensive coverage of work performed by career ladder
  - Review of some items warranted
- Job satisfaction indicators
  - Clusters, IJ, TIOS, TIUF, TICF overall positive attitude
  - Civilians rated slightly higher than officers and enlisted personnel

Behind/Slightly Ahead

- Data Delivery Trip - Jul 03

- Utilization and Training Workshop (U&TW) - 27-31 Oct 03 at Keesler AFB (Enlisted)

- Utilization and Training Workshop (U&TW) –February 04 at Keesler AFB (Officers)

Questions?

Visit our web site at:
https://www-r.omsq.af.mil/OA/oaproducts.htm

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Sustaining the Combat Capability of America's Air Force

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Predictive Retention Indicators

- Military lifestyle
- Pay and allowances
- Bonus or special pay
- Retirement benefits
- Military-related education/training opportunities
- Off-duty education and training opportunities
- Medical or dental care for active duty member
- Medical or dental care for family members
- Base housing
- Base services
- Childcare needs
- Spouse's career
- Civilian job opportunities
- Equal employment opportunities

- Number of PCS moves
- Location of present assignment
- Number/duration of TDYs or deployments
- Work schedule
- Additional duties
- Job security
- Enlisted Evaluation System
- Promotion opportunities
- Training/experience of unit personnel
- Unit manning
- Unit resources
- Unit readiness
- Recognition of efforts
- Esprit de corps/morale
- Leadership of immediate supervisor
- Senior Air Force leadership